



PERFORMANCE & DEVELOPMENT SOLUTIONS

Department of Administrative Services, Human Resources Enterprise

TRAINING NEWSLETTER

February 2007

INSIGHTS WORKING STYLES

On January 30th, PDS held a special workshop -- Insights Working Styles. Fifteen leaders from various departments attended the session instructed by Paris Boehm of Whittle Consulting Group. Each participant completed an online questionnaire consisting of 25 questions. Their responses generated a personalized Insights Foundation Report. Participants were surprised to read how accurately the profiles described their behaviors and tendencies. One participant described, "It frightens me with the weird amount of accuracy!"

Paris guided the participants through the Insights Discovery profiles in order for them to understand their conscious and subconscious personas. Based on psychologist, Carl Jung's personality model, these personas are illustrated by this typology:



The profile offers a framework for self-understanding and development. A good understanding of self enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment. Used pro-actively, the Insights Discovery profile can be used as a personal development plan and can enhance team relations and project results.

For information on how to bring Insights Working Styles to your workgroup, please contact Leslie Davenport at (515) 281-5456.

Insights Working Styles is currently offered in a special session format for groups of 10 to 40. If an individual or small group is interested in utilizing and experiencing behavioral profiles, they may consider attending one of our DiSC catalog workshops as an alternative.

DiSC is similar to the Insights because it also incorporates an online survey and generates a personalized report. DiSC analyzes behavior tendencies across four dimensions: Dominance, Influence, Steadiness, and Conscientiousness.

Just like Insights, DiSC promotes awareness and appreciation of differences for an individual or a team as a whole. Both Insights and DiSC are great options to consider when there is a need for greater cohesiveness, teamwork, and understanding in a group.

The following DiSC workshops are open to all state agencies and political subdivision employees. The cost is \$105/person for each half-day session (8:30 – Noon).

DiSC Dimensions of Behavior
February 20, 2007

DiSC Time Mastery
March 8, 2007



PDS is pleased to welcome a new staff member to the team!

Brian has over ten years of experience in adult education, leadership enhancement, and organizational development. Along with facilitating classes such as Fundamentals of Supervision and Investigating Employee Misconduct, Brian will be helping agencies and departments solve problems and reach goals through organizational development initiatives.

Upcoming Workshops

Train the Trainer, February 13-14, 2007

Overview of State Government Finances, February 27, 2007

Grant Seeking, March 2, 2007

Financial Math Refresher, March 2 and 16 (1:30 – 4:30 each day)

Approved for Continuing Legal Education (CLE) Credit

Electronic Code Research, February 22, 2007; 2 CLE hours

Art of Win-Win Negotiating, March 9, 2007; 5.75 CLE hours

For Supervisors and Managers

Coaching & Leading for Top Performance, March 6, 2007

Located in Sioux City

PSH for Supervisors and **EEO/AA**, February 22, 2007

For a full listing of available workshops, including computer training opportunities, please visit the [PDS website](#).

To enroll, please speak with your agency's [training liaison](#).

The majority of PDS computer training takes place at New Horizons Computer Learning Center in Des Moines. On February 5th, New Horizons moved to a new facility!



The new facility is located at 6200 Aurora Avenue, Suite 207E in Urbandale.

Performance & Development Solutions

Iowa Department of Administrative Services ? Human Resources Enterprise

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